

MEAN GENDER PAY GAP IS

10%

MEDIAN GENDER PAY GAP IS

8%

MEAN BONUS GENDER PAY GAP IS

-52%

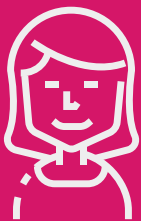
MEDIAN BONUS GENDER PAY GAP IS

0%

RHUBARB PAID A BONUS TO **10%** OF IT'S MALE STAFF

RHUBARB PAID A BONUS TO **15%** OF IT'S FEMALE STAFF

WHY EQUAL PAY AND THE GENDER PAY GAP ARE NOT THE SAME



EQUAL PAY:

Men and women are paid the same for like work.

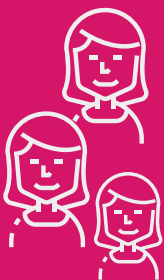


15.5%*



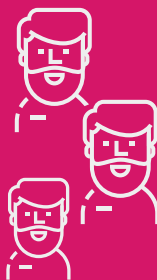
NATIONAL AVERAGE:

Gender pay gap



GENDER PAY GAP:

The difference between the gross hourly earnings for both men and women across an organisation



NATIONALLY, ONE OF THE MAIN REASONS FOR THE GENDER PAY GAP IS MORE MEN ARE LIKELY TO HOLD SENIOR POSITIONS

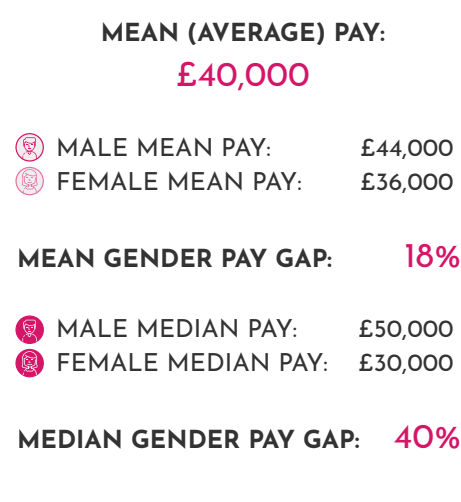
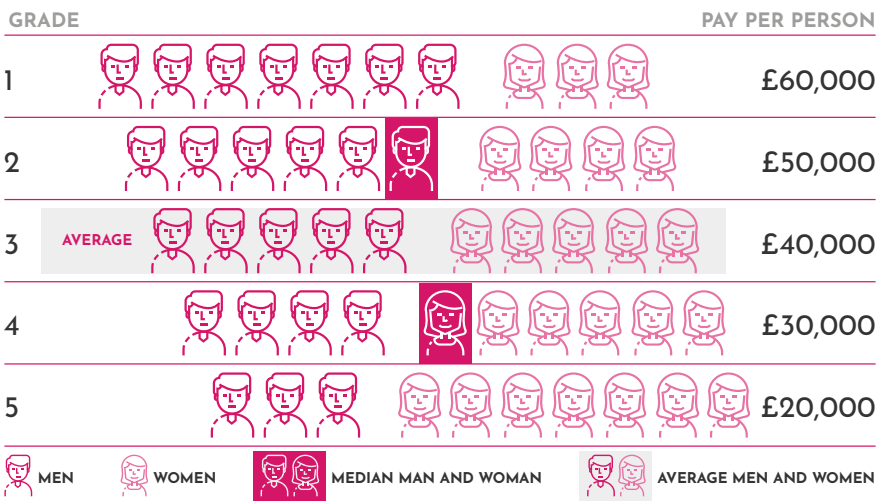


*Office of National Statistics 2020.

UNDERSTANDING MEDIAN AND MEAN PAY GAPS BETWEEN MEN AND WOMEN

TOTAL EMPLOYEES	MALE EMPLOYEES	FEMALE EMPLOYEES	NO. OF PAY GRADES
50	25	25	5

equal pay between men and women at each grade



RHUBARB FOOD DESIGN LTD: 2022 GENDER PAY GAP DATA

Address: 5-25 burr Road, London, United Kingdom, SW18 4SQ | Sector: Accommodation and food service activities
 Person responsible for employer's report: Andrew Gifford, Head of HR

HOURLY RATE

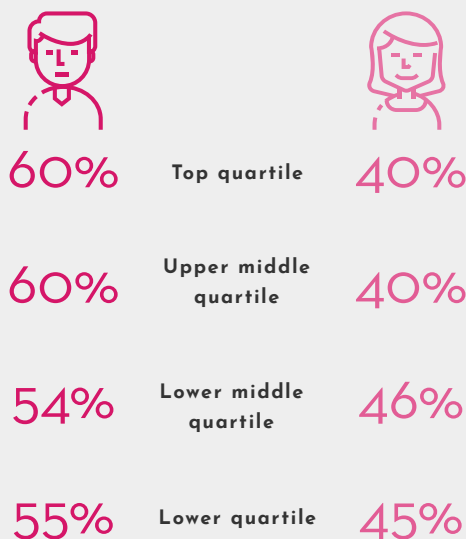
Women's hourly rate is:

10%
LOWER
(mean)

7.5%
LOWER
(median)

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll



BONUS PAY

Women's bonus pay is:

52%
LOWER
(mean)

0%
HIGHER
(median)

Who received bonus pay?

